

## THE ROLE OF CORRECTIONAL GUARDIANS IN PERSONALITY DEVELOPMENT TO IMPROVE PRISONERS' SELF-CONTROL AT CLASS IIA CURUP CORRECTIONAL FACILITY



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### **ABSTRACT**

*This study examines the role of correctional counselors (Wali Pemasaryakatan) in enhancing inmates' self-control through personality development programs at the Class IIA Curup Correctional Facility. Correctional counselors act as facilitators, communicators, and motivators in supporting inmate rehabilitation and social reintegration. Strengthening self-control is considered essential to prevent recidivism and help inmates adapt successfully to life after release. The findings show that counselors play an active role in conducting risk assessments, assisting inmates in the reintegration process, and supervising spiritual and personality development programs. They also maintain ongoing communication with inmates and provide emotional support, which contributes to improving inmates' self-awareness and behavioral control. However, several challenges hinder the effectiveness of their role, including limited facilities, an imbalance between the number of officers and inmates, diverse inmate backgrounds, and the lack of specialized psychological training for counselors. Therefore, it is necessary to improve infrastructure, increase the number of correctional staff, and provide targeted training programs to strengthen counselors' competencies. These efforts are expected to enhance the effectiveness of personality development programs and support successful inmate reintegration into society.*

**Keywords:** *Correctional Counselor; Personality Development; Self-Control; Inmates*

## INTRODUCTION

The Correctional System is designed to foster prisoners to be able to return to their role as responsible citizens, while preventing the potential for future law violations. This approach focuses on aspects of coaching, rehabilitation, and social reintegration to prepare prisoners to return to society with better skills, legal awareness, and moral values (Rahmat, 2021). Coaching is carried out through two main approaches: personality development and increasing independence. In addition to skills training, inmates are also provided with spiritual guidance and an understanding of the law and civic responsibilities. This program is compulsory and designed to strengthen the character and readiness of prisoners for post-prison life (Sutawijaya, 2020).

Personality development has a crucial role in the process of changing the attitudes and mentality of prisoners. The aim is to form awareness of the mistakes that have been made, instill religious values, and foster an optimistic attitude so as not to repeat criminal acts in the future. Through this process, it is hoped that prisoners can build a new character that is responsible and in accordance with correctional values, so that the potential for recidivism can be suppressed (Fauziah & Wibowo, 2023).

The correctional coaching process for prisoners is carried out with assistance by the Correctional Guardian. In practice, correctional guardians play a role in carrying out tasks and functions which in the social welfare literature are known as rehabilitative social services (Firdaus, 2021). Correctional guardians have a strategic role in assisting the inmate development process, especially through functions as facilitators, communicators, and motivators. This role aims to ensure that prisoners can optimally follow the coaching program and utilize the knowledge and skills gained to support the rehabilitation and social reintegration process. Therefore, a companion figure is needed who is able to carry out these three functions effectively (Kusumawardani, 2022).

Self-control is an individual's ability to manage information, both desired and unwanted, as well as the capacity to direct and adjust behavior based on personal beliefs (Widyastuti et al., 2022). Self-control includes a set of skills that allow a person to choose actions in accordance with believed values and principles. Individuals who have a good level of self-control are generally able to resist urges that conflict with social norms, so they tend to avoid deviant behavior (Nugroho, 2022).

According to Hamzah (2020), self-control has an important role in preventing prisoners from committing repeated crimes. Prisoners who are able to control their emotions stably usually show more positive and constructive behavior. Conversely, individuals with low levels of self-control tend to experience difficulties in adjusting during the coaching process (Prasetyo & Hamzah, 2023). Violations of the rules in the correctional environment reflect a person's weak ability to control themselves. As with individuals in general, prisoners are also influenced by motivational drives that shape their behavior and attitudes. One indicator to assess the level of motivation in self-control is the extent to which the individual is able to comply with and carry out the rules and norms that apply during the coaching period. Non-compliance with the rules is not only related to limited environmental conditions, but also correlates with the internal motivation of prisoners in regulating themselves to remain obedient to the rules. Therefore, the level of discipline of prisoners is closely related to their ability to control their actions and attitudes consciously through self-control (Nugroho, 2022).

Cases of domestic violence (DV) are generally found in families experiencing economic pressure. This was stated by Andi Yuliani Paris, a member of Commission XI of the House of Representatives, who stated that one of the main causes of domestic violence against women comes from financial problems. Therefore, she encouraged the

government to prioritize economic empowerment programs, especially for young people, as an effort to reduce the rate of domestic violence (Tempo, 2024). Furthermore, clinical psychologist Veronica mentioned that perpetrators of domestic violence can actually experience change as long as they have full awareness that their actions are wrong. According to her, the process of change requires a strong internal will and deep reflection on the mistakes that have been made (Rahmadania, 2024). In this context, efforts to improve prisoners' self-control are very important. Correctional guardians play a key role so that the coaching process can be maximally accepted and lived by prisoners, especially those involved in domestic violence cases. The hope is that after the criminal period ends, prisoners will be able to return to society without repeating the same criminal acts. Based on data from the World Prison Brief, the number of prisoners in Indonesia has continued to increase in the last decade, so effective guidance has become increasingly crucial.

The role of correctional guardians has been regulated in the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number M.01.PK.04.10 of 2007, which emphasizes the importance of assistance by correctional officers in carrying out the coaching process for prisoners and students. These assistants are referred to as Correctional Guardians and play an active role in ensuring the success of rehabilitation and social reintegration. Meanwhile, the definition of domestic violence according to Article 1 Paragraph 1 of Indonesian Law No. 23 Year 2004 includes all forms of actions that harm the physical, psychological, or sexual of the victim, including neglect and restriction of freedom within the scope of the family.

At the Class IIA Curup Correctional Institution, which is part of the Technical Implementation Unit of the Regional Office of the Ministry of Law and Human Rights Bengkulu, the correctional guardian function is implemented under challenging conditions. The prison is experiencing overcapacity of up to 212.4%, which has an impact on the complexity of coaching. In this situation, the role of the guardian as a facilitator, communicator and motivator becomes very important, especially in dealing with inmates of domestic violence cases who tend to have a low level of self control. This phenomenon is quite widespread in society and shows the need for a coaching approach that touches on aspects of personality. Therefore, the author seeks to examine and describe the strategic role of correctional guardians in improving prisoners' self-control through various forms of structured and sustainable personality development activities.

## LITERATURE REVIEW

Various previous studies have shown that correctional guardians have an important role in supporting the success of the rehabilitation process of prisoners. A study by Kusumawardani (2022) suggests that guardians play a multidimensional role as facilitators, communicators, and motivators who are able to assist prisoners in accessing their rights, including parole and remission. However, the study also emphasized the need for capacity building through advanced training as well as cross-sector collaboration to make the role more effective in practice (Kusumawardani, 2022). Meanwhile, Soga and Arman (2023) highlighted the contribution of guardians in tailoring the coaching program to the needs of prisoners, particularly at the Bandung Narcotics Prison. Despite this role, they note challenges such as overcapacity and low involvement of prisoners in the coaching program. The focus of this study tends to be on general coaching, not specifically on aspects of personality development or strengthening self-control (Soga & Arman, 2023).

Research conducted by Utama et al. (2023) in Purworejo Class IIB Detention Center showed that the implementation of the guardian's duties was still not optimal, especially

in the aspect of personal assistance. The lack of close communication between guardians and prisoners makes the coaching process ineffective, especially in assisting prisoners to understand their rights or in the process of social reintegration (Putri et al., 2023). In terms of psychological variables, Novitasari and Subarkah (2022) examined the relationship between self-control and criminal mindset among prisoners in Surakarta Detention Center. The results showed that the higher the level of self-control, the lower the tendency to think criminally. Although not directly addressing the role of guardians, this study provides a foothold that self control is an important element in reducing the risk of recidivism (Novitasari & Subarkah, 2022).

Finally, Ayu et al. (2023) examined the effectiveness of self-management techniques in improving self-control in drug addicts. The results showed the success of this approach in improving emotion and behavior regulation. Although the approach focuses more on internal psychological interventions, this opens room for reflection that personality development can also be strengthened through external roles, especially correctional guardians (Ayu et al., 2023). Based on this description, it can be concluded that although the role of guardians has been recognized in various coaching contexts, there is still a void in studies that specifically discuss the contribution of guardians in improving prisoners' self-control, especially in cases of domestic violence. Therefore, this study is present to fill this void with a focus on the dynamics of the role of correctional guardians in personality development at Class IIA Curup Correctional Facility.

## **METHOD**

This research uses a descriptive qualitative approach to explore in depth the role of correctional guardians in fostering the personality of prisoners in Class IIA Curup Correctional Facility, especially in the context of increasing self-control. This method is carried out in a natural environment without manipulation of variables, with the researcher playing a direct role as the main instrument in the data collection and analysis process (Sugiyono, 2023). The focus of this approach is not only on the description of phenomena, but also the exploration of meanings and patterns of social interaction between research subjects.

Data were obtained through participatory observation, semi-structured interviews, and document analysis. Informants were purposively selected, consisting of structural prison officials, two correctional guardians, and six inmates of domestic violence cases. Observation focused on coaching activities, social interactions, and environmental conditions. Meanwhile, documentation includes regulations and archives of activities such as Permenkumham No. M.01.PK.04.10 of 2007 and PP No. 31 and 32 of 1999. Validity was strengthened through triangulation of methods and data sources (Sugiyono, 2023).

Data analysis refers to the Miles and Huberman interactive model which includes the stages of data reduction, data presentation, and simultaneous conclusion drawing throughout the research process until saturation is reached. This study was carried out directly at the Class IIA Curup Correctional Facility within the designed period in order to obtain an empirical picture that is relevant to the dynamics of coaching in the field.

## **RESULTS AND DISCUSSION**

### **The Role of Correctional Guardians in Personality Development to Improve Prisoners' Self-Control**

In carrying out their duties, correctional guardians play a strategic role in supporting the inmate development process, specifically through three main functions: as facilitators,

communicators, and motivators. Each role has a specific contribution to the success of the coaching program implemented at the Correctional Institution Class IIA Curup, especially in shaping the personality and increasing the self-control of prisoners, including those involved in domestic violence cases.

First, in their capacity as facilitators, correctional guardians are tasked with assessing the potential and risk of recidivism of prisoners using tools such as the Recidivism Risk Instrument (RRI). The results of this assessment become the basis for determining the type of guidance that best suits the needs and characteristics of the inmate. In addition, guardians also have an administrative role, namely providing assistance in the process of applying for social integration such as parole, including assisting prisoners in completing the necessary documents. Not only focusing on the administrative side, the guardian also supports the spiritual development program required in the prison. This program includes training in reading the Qur'an, religious lectures, and worship guidance which is carried out on a scheduled basis and rotates between pavilions. A number of prisoners stated that the program had a positive impact on their inner peace and religious understanding. In addition, the guardian also oversees the implementation of physical development such as morning gymnastics activities, and records the attendance of prisoners through a fingerprint-based attendance system (SDP), which is an indicator of activeness in participating in the development program.

Furthermore, as communicators, correctional guardians perform a liaison function between inmates and the correctional system and structure. They are in charge of conveying important information related to the rights and obligations of prisoners, schedules of coaching activities, and procedures related to the integration program. Communication is carried out in a clear, persuasive and empathetic manner so that information is easily understood and accepted. Moreover, the communication is not one-way. Correctional guardians also listen to complaints, views, and personal problems faced by prisoners. This interaction can take place collectively or personally. However, limited facilities such as private counseling rooms are an obstacle in exploring further the psychological condition of prisoners. The different social backgrounds, education, and emotional conditions of prisoners also require guardians to have adaptive and humane communication skills. Nevertheless, the relationship between guardians and inmates is generally able to increase the sense of security, openness, and participation of inmates in the coaching program.

Finally, in their role as motivators, correctional guardians provide emotional support and encouragement for prisoners to maintain positive behavior and have hope to improve themselves. Motivation is given both individually and in groups, with messages that emphasize the importance of patience, maintaining behavior, and trying to become a better person for the future with family. The presence of an active and empathetic guardian is an important element in maintaining the psychological stability of prisoners while serving their sentence. Not only that, the role of this motivator also shapes the mental readiness of prisoners in facing life after release from detention, so that they are better prepared to return to society with a responsible attitude and integrity. This approach strengthens the aspect of self-control, which is the main goal of inmate personality development in the correctional environment.

### **Analysis Based on Biddle and Thomas' Role Theory**

The analysis of social interaction in the Class IIA Curup Correctional Institution (Lapas) refers to the Biddle and Thomas Role Theory framework, which focuses on actors, targets, expectations, norms, forms of behavior, assessments, sanctions, positions, behaviors, and

links between people and behavior in a role.

a. People Who Take Part in Social Interaction

In the implementation of personality development of prisoners in Class IIA Curup Correctional Facility, the main actors involved are correctional guardians. They are officially appointed by the head of the institution to carry out the function of mentoring prisoners. This task includes the role of facilitator, communicator, as well as motivator in various coaching programs. Correctional guardians are responsible for conducting supervision in residential blocks, providing advice on hygiene and health, and becoming a figure who is expected to help prisoners realize their mistakes and not re-offend. The target parties in this interaction are prisoners and correctional students. They are the object of coaching directed at improving attitudes and behavior. Based on the findings in the field, prisoners generally show a positive response to the coaching carried out, by showing enthusiasm in participating in activities such as spiritual guidance and independence activities.

b. Emerging Behavior in Social Interaction

The expectation arising from social interaction between guardians and inmates is that there will be a change in behavior towards a better direction, not only during the criminal period in prison, but also when returning to the community. Both parties, both officers and prisoners, hope that coaching can be a way to live a more positive life. The real form of this hope is seen in various coaching activities, such as religious lectures and worship habits, which are believed to foster awareness and inner calmness of the inmates.

The norms governing these interactions come from internal prison regulations and rules, including guidelines for discipline and ethical behavior. For example, Permenkumham No. 8 of 2024 contains provisions on prisoner discipline in three levels: mild, moderate, and severe. From the results of data analysis, it is known that most prisoners have followed these norms well, showing the ability to control themselves and commitment to undergo optimal coaching.

Forms of Behavior in Role (Performance) Forms of behavior in interaction at Class IIA Curup prison vary: Although there are prisoners who commit violations of the rules (20 violations were recorded in Register F from 2023 to December 2024), the vast majority of prisoners comply with the rules. The importance of direct communication and regular control is emphasized for the effectiveness of coaching. Personality coaching provides an impetus for change for the better, creating more harmonious relationships between fellow prisoners and with officers. Prisoners stated that they feel calmer after participating in coaching.

Evaluation and Sanction Assessment is carried out by correctional officers and guardians on an ongoing basis, starting from the beginning of entering the prison until the prisoner is released. This assessment focuses on the development of the inmate's attitude and behavior. Correctional guardians compare the initial attitude of the inmate with the development after some time, where the majority show positive changes such as being more cheerful, sociable, and respectful of officers. Sanctions are given according to the level of guilt, such as a delay in parole, a decrease in coaching status, or loss of remission and integration rights for serious violations. The application of these sanctions is considered effective in maintaining discipline and providing a deterrent effect, encouraging prisoners not to repeat mistakes and improve behavior.

c. Position and Behavior of People in Role

The position of the prisoner is as the subject of guidance, while the officers (including correctional guardians) are system managers and implementers of guidance. Alignment between role and behavior is very important. Prisoners are required to be disciplined and participatory, while officers must be professional, ethical, and create a conducive atmosphere. Correctional guardians are expected to have the attitude of a teacher, parent, or older sibling; to be able to befriend and confide in prisoners, and to set a good example in word and deed. This view is in line with the expectations of prisoners who want correctional guardians to be firm, gentle, nurturing, and teach good things.

d. People and Behavior Link

Correctional guardians carry out their roles without discriminating against prisoners based on legal cases, cultural background, ethnicity, or religion. All prisoners have the same right to participate in coaching such as religious and sports activities. However, for more in depth approaches such as personal motivation or counseling, methods are tailored to the character of each prisoner to be more effective and targeted.

Although there are obstacles such as limited interaction time and differences in ways of thinking between officers and prisoners, guardians still try to carry out their role optimally. One strategy to keep prisoners motivated is to provide rewards, such as remission or integration rights, for those who show a positive attitude. This encourages prisoners to continue to show good behavior. On the other hand, prisoners also strive to adjust to the rules that apply in prison and show compliance with the guidance provided. This mutually supportive interaction is the foundation in creating a conducive and meaningful coaching environment.

### **Analysis Based on Averill's Self-Control Theory**

This analysis applies Averill's Self-Control Theory to understand how prisoners at Class IIA Curup Correctional Facility manage their behavior, both directly, cognitively, and in decision-making..

a. Behavior Control

This aspect refers to the extent to which individuals are able to regulate their actions to remain in accordance with social rules and values. At Curup Correctional Facility, prisoners demonstrate various ways to resist negative impulses, such as restraining anger with a smile, exercising, or refraining from impulsive actions. The prison supports these efforts through social coaching activities that promote prisoners' awareness of the adverse effects of offenses. The guidance provided is expected to form an awareness of the importance of being positive and reduce the tendency to re-offend. On the other hand, control over negative stimuli relates to the ability of individuals to avoid influences from the environment that trigger deviant actions. In this context, correctional guardians play an important role through spiritual approaches and continuous communication. Activities such as congregational prayers, reading the Qur'an, and exploring religious values are used to strengthen the moral fortress of prisoners. These religious activities help them build inner peace and strengthen the desire to change.

b. Cognitive Control

Control in the cognitive domain includes the ability of prisoners to predict the

consequences of the actions they take. Through the coaching process carried out by correctional guardians, prisoners are trained to understand the cause-and-effect relationship of each of their actions. They are guided to realize that mistakes made in the past have consequences for the loss of freedom, family, and community trust. By instilling awareness of the consequences, prisoners become more introspective and careful in taking future actions. The ability to reinterpret events that have been experienced is an important part of personality transformation. This approach helps prisoners to accept their past without excessive regret, but as learning to change. Emphasis on the adverse effects of their crimes, such as separation from family and psychological disorders, is a trigger to build a desire to lead a more positive life.

c. Decisional Control

Decision-making control concerns an individual's ability to make conscious choices before acting. Correctional guardians encourage inmates to think critically through motivational sessions, personal discussions, and systematic guidance on the importance of making choices that are in line with legal and moral values. By providing an overview of the benefits of good decisions and the risks of bad decisions, prisoners are directed to consider various alternatives before acting. Through this process, prisoners slowly build awareness that every choice has an impact. The results of coaching show that many prisoners have begun to show a tendency to choose more positive attitudes and actions, showing a shift towards better self-control. This process is expected to be an important provision in facing challenges after release, as well as preventing them from falling back into violating the law.

### **Factors inhibiting the role of correctional guardians**

The coaching process carried out on prisoners at Class IIA Curup Correctional Facility faces various obstacles that affect the effectiveness of the role of correctional guardians as facilitators, communicators and motivators. These barriers are structural, administrative, and interpersonal in nature.

1. Facilitator

Correctional guardians have difficulty carrying out the role of facilitator optimally due to two main factors: limited facilities and an imbalance in the number of officers with prisoners. The absence of a private room for assessment and counseling inhibits the depth of interaction. In addition, the burden of one guardian handling more than 30 inmates causes coaching to tend to be administrative and mass. As a result, personal interventions are limited and do not touch on the psychosocial aspects of the inmates.

As a facilitator, the correctional guardian is tasked with directing inmates in undergoing personality development programs, ranging from risk assessment, administrative assistance, to supervision of coaching activities. However, in its implementation, this role experiences significant obstacles. One of them is the limited coaching facilities available at Class IIA Curup Correctional Facility. Facilities such as personal consultation rooms, learning media, and coaching equipment are still minimal. Activities such as religious lectures and recitation of the Qur'an are routinely carried out, but have not been supported by facilities that allow effective individual interaction. As a result, coaching runs in a collective and ceremonial pattern, rather than personal and in-depth, so that the goal of strengthening self-control through the process of internal reflection

becomes difficult to achieve.

In addition to limited facilities, the number of correctional guardians, which is not proportional to the number of prisoners, is also a serious obstacle. One guardian can be responsible for more than 30 inmates, which causes the coaching approach to tend to be administrative and rushed. Many guardians have to divide their time between assessments, monitoring activities, and periodic reporting, so interpersonal interactions with prisoners are very limited. As a result, personality development does not run thoroughly and deeply. The facilitator function, which should assist the process of changing prisoners' behavior, has been relegated to an administrative complementary task, even though psychosocial assistance is the core of prisoner rehabilitation efforts.

## 2. Communicator

In the role of communicator, correctional guardians are expected to be able to become a bridge between prisoners and the correctional system, both in conveying information and responding to individual complaints and needs. However, the reality in the field shows that effective communication between guardians and prisoners still experiences many obstacles. One of them is the difference in the background of prisoners, both in terms of education, culture, and mindset. This difference creates difficulties in creating effective two-way communication. Guardians are required to have high sensitivity and an adaptive approach, but in reality communication interactions are still general and not fully based on individual characters.

Another obstacle in communication is the low level of trust of prisoners towards correctional guardians. Some prisoners are reluctant to open up, for fear that their personal information will be misused or not taken seriously. On the other hand, the guardians themselves admit that the limited interaction time makes it difficult for them to build emotional closeness with each prisoner. The lack of a dedicated space for personal consultation also exacerbates this condition. Interactions that should be a means of building empathic and motivational relationships are often hindered by noisy, open environments that are not conducive to in-depth conversations. This results in the communicator's role more often serving as a formal conveyor of information, rather than an active and reflective listener.

## 3. Motivator

As a motivator, correctional guardians are expected to be able to provide encouragement, direction, and psychological support to prisoners so that they are able to manage their emotions and improve self-control while serving their sentence. However, this role also experiences obstacles that are no less complex. Many prisoners have low levels of motivation, especially due to environmental pressures in prison, a sense of hopelessness about the future, and social isolation. In such psychological conditions, normative motivation such as advice to be patient or remembering family is not enough to encourage real behavior change. A more in-depth approach is needed that touches on the emotional and spiritual dimensions of prisoners.

Unfortunately, the majority of correctional guardians have not been provided with formal training in psychological approaches or basic counseling. In fact, the role of motivator requires the ability to read emotional expressions, handle trauma, and stimulate self-reflection. This lack of competence causes the

motivation provided to be general, impersonal, and does not touch the inner side of prisoners. In addition, the absence of an ongoing training program focused on strengthening the role of motivators further weakens the capacity of guardians in building supportive relationships. As a result, the potential for prisoners to experience personality growth and strengthen self-control through internal motivation is not maximized.

Overall, these barriers indicate that the success of the correctional guardian role depends not only on the personal willingness or commitment of officers, but also on systemic support from the institution. Without improvements in structural, administrative and training aspects, the role of facilitator, communicator and motivator carried out by correctional guardians will continue to be in a position that is not maximized in supporting the development process of prisoners.

## CONCLUSION AND SUGGESTION

The results showed that the role of correctional guardians in fostering the personality of prisoners in Class IIA Curup Correctional Facility is divided into three main functions, namely as facilitators, communicators, and motivators. As a facilitator, the guardian facilitates coaching services and accompanies the administrative process of the inmates. In the role of communicator, the guardian builds communication between the inmates and the institution through an interpersonal approach that is oriented towards understanding character. As a motivator, the guardian seeks to raise the spirit of the inmates through providing direction and moral support to encourage behavior change and strengthening self-control.

However, the implementation of these three roles still faces various obstacles. Barriers as facilitators include limited facilities and the number of officers who are not proportional to the prison population, so that coaching becomes less intensive. As communicators, guardians are faced with challenges in the form of diverse backgrounds of inmates, low trust, and limited interaction time. Meanwhile, in the motivator function, obstacles include low motivation of inmates, negative environmental influences, lack of psychological approaches, and lack of training for guardians in aspects of counseling and mental development.

Efforts to increase the effectiveness of coaching can be started by strengthening the role of facilitators through infrastructure improvements, providing consultation rooms, and a proportional ratio of officers. In the aspect of communication, basic interpersonal and counseling training is needed for correctional guardians and the provision of more conducive private communication spaces. As for maximizing the role of motivators, it is recommended that correctional institutions provide psychological training and approaches based on emotional reflection for officers. Guidance that is not only administrative, but touches the psychological aspects of prisoners, will strengthen their self-control and readiness for social reintegration.

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